

Personnel -- Certified/Non-Certified

Whistleblower Reporting and Protection Policy

Introduction

CREC requires all employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

It is the responsibility of all employees to comply with state and federal laws and regulations; CREC policies and regulations; and ethical guidelines and to report violations or suspected violations in accordance with this policy.

Retaliation

No employee who in good faith reports a violation of state or federal law or regulations; CREC policies and regulations; or ethical guidelines shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees to raise serious concerns within CREC prior to seeking resolution outside of the organization.

The right to protection against retaliation does not include immunity for any self-reported wrongdoing that is alleged and investigated.

Reporting Violations

In most cases, an employee's supervisor is in the best position to address any area of concern. However, if employees are not comfortable speaking with their supervisor or are not satisfied with the supervisor's response, they are encouraged to speak with any supervisor whom they are comfortable approaching. Supervisors are required to report suspected violations of the Policies and Regulations to CREC's Executive Director for appropriate action.

Legal Reference: Connecticut General Statutes

Sec. 31-51m. Protection of employee who discloses employer's illegal activities or unethical practices

Policy adopted: June 15, 2016

CAPITOL REGION EDUCATION COUNCIL
Hartford, Connecticut